

Please replace paragraph **1003** with the following ---

[1003] "System and Method for Identifying Individuals Having a Desired Skill Set,"
Attorney Docket No. INST001/01US,m Appl. Ser. No. 10/073,151, incorporated herein
by reference in its entirety.

Please replace paragraph **1004** with the following ---

[1004] "System and Method for Improving Management in a Work Environment,"
Attorney Docket No. INST002/01US, Appl. Ser. No. 10/073,142, incorporated herein by
reference in its entirety.

REMARKS

Entry and consideration of the foregoing amendments is respectfully requested.


The Commissioner is hereby authorized to charge any appropriate fees under 37
C.F.R. §§1.16, 1.17, and 1.21 that may be required by this paper, and to credit any
overpayment, to Deposit Account No. 50-1283.

Date: May 9, 2002

Cooley Godward LLP
Attn: Patent Group
One Freedom Square
Reston Town Center
11951 Freedom Drive
Reston, VA 20190-5601
Tel: (703) 456-8000
Fax: (703) 456-8100

Respectfully submitted,
COOLEY GODWARD LLP

By:



Duane S. Kobayashi
Reg. No. 41,122

Enclosure: Appendix indicating Amendments

APPENDIX

[1002] The present application claims priority to Provisional Application No. 60/325,195, entitled "SYSTEM AND METHOD FOR IDENTIFYING INDIVIDUALS HAVING A DESIRED SKILL SET," filed September [29] 28, 2001, Provisional Application No. 60/325,218, entitled "SYSTEM AND METHOD FOR IMPROVING COLLABORATION BETWEEN ENTITIES IN A WORK ENVIRONMENT," filed September [29] 28, 2001, and Provisional Application No. 60/325,194, entitled "SYSTEM AND METHOD FOR IMPROVING OPERATIONAL EFFICIENCY THROUGH PROCESS AUTOMATION," filed September [29] 28, 2001, each of which is incorporated herein by reference in its entirety.---

[1003] "System and Method for Identifying Individuals Having a Desired Skill Set," Attorney Docket No. INST001/01US,m Appl. Ser. No. [_____] 10/073,151, incorporated herein by reference in its entirety.

[1004] "System and Method for Improving Management in a Work Environment," Attorney Docket No. INST002/01US, Appl. Ser. No. [_____] 10/073,142, incorporated herein by reference in its entirety.

132913 v1/RE
2%K101!.DOC
4/22/02 4:35 PM